

Human Relations News

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Newark Group Relations, Mayor's Commission on

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MAYOR'S COMMISSION ON GROUP RELATIONS

NEWARK, NEW JERSEY

LEO P. CARLIN, MAYOR

An official agency created by the Newark Fair Practice Ordinance to carry out the State policy against discrimination based on race, color, creed or national origin.

Room 214, City Hall, Newark, Mitchell 3-6300, Ext. 281

SPECIAL ISSUE

December 1960

The Commission Looks Ahead Plans And Programs — 1961

With the resignation of Walter D. Chambers in October, 1960, the Commission faces an increased workload with a decreased staff. Fortunately our newly elected chairman, Al Mark, and vice chairman, Leonard Holman, have been receiving constructive and aggressive assistance from Commission members who are taking an active role in the education program of the Commission.

Since the swearing in of William M. Ashby and Louis Pitts, we now have 13 active commissioners who are prepared to give lectures or lead forums on the varied functions of the agency and its work of improving community relations.

Commission Program for 1961

1. Advising and assisting community councils and block organizations in maintaining peaceful neighborhood intergroup relations and reducing tensions wherever they appear.
2. Aiding all Newark organizations and clubs in their Brotherhood and Human Relations education and action programs.
3. Stimulating and assisting in the recruitment of applicants for Brotherhood workshops and institutes designed to reduce prejudice and discrimination

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BATONS SPONSOR CONFERENCE ON POLICE-COMMUNITY RELATIONS — DECEMBER 9-10

The Batons, Inc. of New Jersey sponsored their first annual Police-Community Relations Conference at the Hotel Military Park, Newark, on December 9-10, 1960. The theme was, "Toward A Two-Way Street of Understanding."

The Batons is an organization of Negro law enforcement officers in the State of New Jersey. It is a non-profit, civic-social group dedicated to the promotion of programs and projects that improve the social, moral and educational welfare of the police and community. The idea for this Conference was the result of the organization's aim to create a better understanding between the community and its police.

The program of this two-day session was planned to give ample opportunity for open and free exchange of information, experiences and questions in workshop discussion groups. In these small groups, the participants met and worked with experts and specialists on subjects of police-community relations. The topics discussed were: 1. "The Police and Minority Groups in Our Communities"; 2. "The Community And its Police"; 3. "Safeguarding The Rights of Policemen"; 4. "The Juvenile And His Problems"; 5. "The Policeman as a Professional"; 6. "The Police And Governmental Agencies".

A partial list of the resource persons included: Anthony Vega, Regional Director, Commonwealth of Puerto Rico, Dept. of Labor-Migration Division; Calvin Banks, Field Secretary, NAACP; Judge Harry Hazelwood, Jr., Newark, N. J.; James J. Vigilante, President, N. J. State P.B.A., Inc.; Officer Edgar Gray, National Police Conference on PAL and Youth Activities, Elizabeth, N.J.; Carl Andrews, Director, Stella Wright Unit, Boys Clubs of Newark; Robert R. J. Gallati, Asst. Chief Inspector, Commanding Officer Patrol Borough Manhattan East-New York; Louis A. Radelet, Director of Program, The National Conference of Christians and Jews, Inc., New York City; Sgt. John M. Marks, Newark Police Academy and member of the Mayor's Commission on Group Relations; Harold J. Ashby, Chairman, State of New Jersey Parole Board; Lt. Henry Lyon, East Orange Police Department.

Among the speakers for the Friday meeting were Mayor Leo P. Carlin, Inspector Allen B. Ballard, Commander of the North Central Police Division in Philadelphia and Howard J. Devaney, Regional Director of the National Conference of Christians and Jews.

Dr. Harold A. Lett, Assistant National

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The Mayor's Commission on Group Relations wishes you and your family a Merry Christmas and a Joyous Hanukkah. May our New Year be dedicated to the advancement of human rights for all people in our City, State and Nation.

MAYOR CARLIN APPOINTS TWO NEW COMMISSIONERS

During 1960, the eighth year of its organization, the Mayor's Commission has undergone several changes in its membership because of the expiration of individual terms of office. Each member of this 15 member Commission is appointed by the Mayor to serve terms of 1-5 years. Since last December six new persons have joined the Commission. Most of them have been introduced to our readers in Human Relations News. In this issue we are pleased to continue these profiles for two newly appointed Commissioners, William M. Ashby and Louis S. Pitts, both of Newark.

William M. Ashby is a veteran social worker, now retired, who has had con-

eration and Community Chest, and a founder of the Newark Branch, NAACP.

Mr. Ashby is a member of the New Jersey Advisory Committee, United States Commission on Civil Rights; Alpha Phi Alpha Fraternity, Frontiers Club of Newark; Urban League of Essex

County and Forest Hill Presbyterian Church.

He is married to the former Mary A. Arnold and lives at 53 Irving Street, Newark.

Mr. Louis S. Pitts is a resident of the Clinton Hill section in Newark, where he is very active in community affairs. Mr. Pitts is vice president of the Clinton Hill Neighborhood Council, chairman of its Public Safety Committee and Block Branch Counselor. He is also co-editor and advertising manager of the Clinton Hill News, a neighborhood newspaper supported by merchants in the area.

He is a member of Trinity Methodist Church, located in Clinton Hill. He is

Plans And Programs — 1961

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as well as to train educators and laymen in the best techniques of intercultural education.

4. Cooperating with the Mayor, the Newark Commission for Neighborhood Conservation and Rehabilitation and other City agencies in Urban Renewal and Middle Income Cooperative Housing toward making the concept of a New Newark become a reality.

5. Sponsoring the first annual City of Newark Brotherhood Awards Observation to pay tribute to the unsung heroes working on the firing lines of democracy.

6. Finally, in our daily task of improving equal opportunity and treatment for all people, we are continuously surveying changing neighborhoods in our mutual efforts toward peaceful transition and stabilization.

In these few and many more of our projects we need you on our team. Can you pitch the ball? If you have time for any kind of volunteer assistance, from office work to discussion leadership, please call Dan Anthony at MI 3-6300, extension 281.



William M. Ashby

siderable professional experience in the field of social service, civil rights and education, beginning in 1917 to his retirement in 1954. Mr. Ashby received his college education at Lincoln University, Pa. and Yale University School of Religion from which he was graduated with an S.T.B. His long list of associations and accomplishments include: Executive Secretary, Negro Welfare League of New Jersey, (now Urban League of Essex County) 1917-1927; Executive Secretary, Springfield, Illinois Urban League, 1932-1944; Executive Secretary, Urban League of Eastern Union County, New Jersey, 1944-1954; a founder of the Newark Welfare Fed-



Louis S. Pitts

a member of the Church Finance Committee, the Social Concern Commission and advisor to the Cub Scouts, Pack #97 at Trinity Methodist Church.

Mr. Pitts' association and affiliations include: Former reporter and sports-writer for the New Jersey Guardian, Herald News, and New Jersey Afro American newspapers; Baseball reporter for the former Newark Eagles baseball team; Member of the Newark Student Council and Member of the Housekeeping Department of L. Bamberger Company for seven years.

He is married to the former Emma Halsey and lives at 267 Chadwick Avenue.

WANTED

Assistant Director, field worker and research associate for the Mayor's Commission on Group Relations of Newark. Must be, or become, Newark resident upon taking job. Must have academic training in sociology, psychology or anthropology and past experience with a human relations or civil rights agency as a full-time worker.

Applicants will please send job histories and pertinent information to Dan Anthony, director, Mayor's Commission on Group Relations, Room 214, City Hall, Newark, N. J.

Local Citizens' Group Gives Aid To Victims of Boycott

by Mrs. Irving Rosenberg, Chairman
Greater Newark Alliance for
Integration and Dignity

This week, a 20-ton trailer-truck, loaded to the roof with food and clothing, left Newark bound for Fayette and Haywood Counties, Tenn. On October 20th, the first 18-ton trailer-truck shipped from Newark, similarly loaded with food and clothing, arrived in Fayette County, Tennessee, to be distributed among the victims of Southern prejudice and bigotry. In these two counties, every Negro who had the courage to register in order to vote, was immediately put on a blacklist. A most vicious economic boycott was instituted, which meant that men and women were fired from their jobs, farmers were refused crop loans, merchants refused to sell them food or clothing or even medicine and gasoline.

The Greater Newark Alliance for Integration and Dignity, immediately after Labor Day, issued an appeal to the churches and labor unions for contributions of food and clothing and initiated a campaign to fill the "Tennessee Freedom Trailer". The response from the community was overwhelming. Within a few weeks, phone calls were flooding the office of AID, and truckloads were picked up from the Negro and white churches throughout the area. The Newark YMCA joined in the campaign, and labor unions collected many truckloads.

John J. McFerrin, leader of the Fayette County Civic League, was brought to Newark by AID and addressed a rally at Lincoln Park on October 8th. His account of the suffering and privation caused by this economic boycott was very moving. While the critical situation in this area has received comparatively little national publicity, possibly because there have been no incidents of violence, the economic boycott has made it extremely difficult for these people to withstand the pressure. Key people in the Fayette County Civic League had been forced to move out of the County in order to survive. Mr. McFerrin predicted that after the harvest, wholesale evictions would occur. From the latest reports, exactly this has happened.

Mrs. Rosenberg, chairman of AID, at

the December 5th meeting, expressed her sincere appreciation to the many people in this community that had contributed so generously in this campaign. She urged that the people in the North remain constantly alert and responsive to the continuing struggle in the South. The tremendous importance of our moral and physical support cannot be adequately measured on the basis of any past experience. The Negroes in the South who are now claiming their right to constitutional freedom and human dignity in a non-violent approach, thereby daily jeopardizing their livelihoods and even their lives, must depend on us in the North for every possible kind of assistance, because without our help they are helpless.

Selected Reading

Ashley-Montague, *Education and Human Relations*. Grove Press, 1958.

"Collection of essays analyzes nature of human relations and suggests how education can be used to improve interpersonal relations."

Baumeister, Charles, *Intruder*. Putnam, 1958.

"A hate-monger descends on a southern town to prevent integration in the schools."

Davis, Keith, *Human Relations in Business*. McGraw-Hill, 1957.

"Employee human relations fundamentals."

Hughes, Langston and Bontemps, Arna, Editors. *Book of Negro Folklore*. Dodd, Mead & Co. 1938.

"Representative selections of the Negro cultural heritage."

Hurley, Philip S. *Role of the Churches in Integration*. Summer 1960. *Journal of Intergroup Relations*.

"If churches are to remain true to the promise of belief in God, they must adhere to truths that man live in decency, have shelter in accord with his dignity and the needs of his family."

Congress, American Jewish. *The Civil Right and Civil Liberties Decisions of the United States Supreme Court for the 1958-59 Term*, 1960.

"A summary and analysis of the 43 decisions of the U. S. Supreme Court handed down in the 1958-59 term dealing with civil rights or civil liberties."

Ashmore, Harry S. *The Other Side of Jordan*. 1960. W. W. Norton, N. Y.

"Harry S. Ashmore—of Little Rock fame and courage—takes his readers on a discerning, graphic visit to the urban areas above the Houston-Dixon line where more than half our country's Negro population is now concentrated. With keen eye and pointed pen, Mr. Ashmore etches the sharp lines of human waste inherent in segregated neighborhoods. Deep understanding and directness mark his incisive view of the ghetto as 'inherently intolerable'; but, unfortunately, when it comes to offering solutions, he fades out into aqueous, nebulous terms of reducing prejudices among whites and boot-strapping among Negroes. Mr. Ashmore scores the challenge but doesn't answer it."

COMMUNITY PROJECT WEEQUAHIC AREA

In January, 1960, the Commission on Group Relations hired Consultant Associates of Long Branch, New Jersey to initiate a social action program in Weequahic.

The purpose was twofold: 1. To locate *natural leaders* in the various neighborhoods and 2. Train them in techniques to help the peaceful integration and stabilization process of the community.

Although the first objective of locating new indigenous leadership was not wholly successful, what actually did happen appears to have revitalized major sections of the South Ward.

After two meetings attended by 50 and 80 residents during January and February, the Weequahic Community Council called a third meeting during March.

To maintain some of the continuity and personnel of these first two gatherings, they asked Dan Anthony, director of the Mayor's Commission on Group Relations, to lead the discussion.

As a result of this meeting the Weequahic Community Council attracted new members and increased interest in its goals and activities. Subcommittees met during the spring and summer months and again in the fall with renewed strength and vigor.

By early fall two additional activities were successfully launched by individuals who felt that their objectives might better be accomplished under separate auspices.

After less than three months of operation it is still somewhat early to assess the progress of these two separate endeavors, but it is encouraging to note that each has met with a positive community response and both are contributing to the harmony and satisfaction of Weequahic residents.

Any community program which makes people happier about their neighborhoods and their neighbors is bound to have a wholesome effect upon the future of the entire city.

In the next issue of this Human Relations News, we shall report in greater detail on these two new projects.

Human Relations on the Job - The Newark Fire Department

EDITORIAL

During the course of our everyday lives many examples of Brotherhood in Action occur. These incidents of man's concern and respect for his fellowman may be found in any area of life where people meet. This is particularly possible in a work situation, especially a job in which service is rendered to the general public. One significant example of Brotherhood on the job has been recorded for posterity in a photograph of the Newark Fire Department at work.

On the night of October 15, 1960, the men of several Newark fire companies answered the alarm for a house fire in a tenement district of Newark. Before returning to their House, four of these firemen had performed an act of heroism in rescuing five youngsters from the burning building. These particular acts of rescue are probably repeated daily or weekly in the work-day of a City Fire Department. However, this deed of courage as performed by Capt. Robert F. Marron, Firemen William Olvaney, Stanley J. Kossup and John E. Denvir became an event of special merit because of the alert and excellent photography of Richard Lowey, a photographer for the Newark News.

On October 16, the Newark News printed the picture which you see on this page in its Sunday edition. The expressive quality and symbolic significance of this picture tell a story which words cannot adequately describe.

The Mayor's Commission on Group Relations voted to present citations to Captain Robert F. Marron of Engine 20, Fireman William Olvaney of Engine 6, and Firemen Stanley J. Kossup and John E. Denvir of Truck Co. No. 3, not only for their act of bravery and courage in the face of danger, but for their apparent disregard for those superficial barriers which divide men's hearts and minds. We wish to salute these men for the true meaning they have given to the principles of brotherhood. A special award will also be presented to Mr. Lowey.

In one night, these men have taught a lesson on which the Mayor's Commission has been working since its creation . . . the dignity and worth of every individual, regardless of race, color, creed or national origin.



COMMUNITY REACTION

The community response and reaction to the story of the four firemen were very immediate and most favorable. Within a few days after its Sunday publication the News printed letters which commented on these pictures. These men were not only awarded by these tributes from proud, respectful citizens, but were also given citations by the Newark Fire Department and the Dawkins Association, a local civic and welfare organization.

While this incident might have special local interest, we feel that its symbolism is of national and international significance. Quoted below are a few of the letters sent to the Newark Evening News.

To the Editor:

"The look of compassion and utter selflessness revealed in the facial expression of Fireman Stanley Kossup, as caught by the photographer who took the picture, impressed Mrs. Lee and me very deeply.

Mr. Kossup is to be congratulated for complete lack of discrimination in his

instinctive response to human need. The emotional impact upon us was most moving—we are convinced it must have touched many of your readers with equal force.

If prizes or honorable mention are awarded for alertness and techniques, your photographer merits first place. All the pictures were excellent, including those on the inner page."

Dr. Rudolph W. Lee, Newark, N. J.

To the Editor:

"May I commend you on the beautiful and heartwarming picture of the young fireman holding the frightened baby on the first page of the Sunday News. These are the moments which make us ashamed of prejudice."

Iris Girolamo, Newark, N. J.

To the Editor:

"The picture of the young firemen holding the rescued baby is the most beautiful thing I have ever seen."

(Mrs.) Elizabeth Braun,
Kenilworth, N. J.

RACE AND HOUSING STUDY SUMMARY

NEW YORK—Twenty-seven million persons in the United States still suffer to some extent from housing discrimination because of race, according to a Fund for the Republic report just issued.

Setting forth nine guides by which individuals and communities may reduce discrimination in housing, the report says:

1. *Attack discriminatory conduct rather than attitudes.* (It is far easier to change people's action—by law or the pressure of public opinion—than it is to change their attitudes; and their attitudes will change in due course, anyway.)

2. *Change the social situation and thereby influence both decisions and attitudes.* (Argument, however convincing, is less effective than experience—economic and legal pressure is more effective than attempts at persuasion.)

3. *Influence decision makers of housing—builders, mortgage lenders, real estate brokers, government agencies—rather than whole communities.* (The effort can thus be concentrated at the key points and its effects will in time spread out through the general public.)

4. *Seek legislation that will give freedom of action to persons who oppose discrimination.* (Many people do not really

wish to discriminate but feel compelled to do so by the social pressures of friends, neighbors, or relatives.)

5. *Mobilize all citizen groups concerned with discrimination to effect changes in law and conduct.* (In order to have an effect on long-standing housing patterns, firm organization and dedicated action are needed.)

6. *Organize with the understanding that most Americans have no firmly fixed convictions about race and will respond to enlightened leadership.* (Though many Americans express racial prejudice, this is often merely what they think is expected of them, and they can often understand a fairer outlook if it is presented to them.)

7. *Promote association among members of majority and minority groups who are of comparable economic and social position.* (Promote the participation of minority people in community affairs to break down their isolation.)

8. *Create community situations in which members of different racial groups can work together to solve common problems.* (Such as obtaining better schools.)

9. *Expand the supply of housing, especially at lower price levels, to reduce competition for housing among racial groups.* (Competition over areas for dominance by one race or another tends to promote segregation and intensify boundary lines.)

Tenant Relations Division Newark Housing Authority

The October 1956 issue of Human Relations News contained an article describing the activities of the Tenant Relations Division created by the Newark Housing Authority to carry out a program in keeping with the new "Shelter-plus" concept of public housing.

In the six years the Division has been in operation, it has established for itself an astonishingly good record. The Division operates as an adjunct to management with the purpose of bringing assistance to tenants who have problems that interfere with good tenancy performance, such as poor housekeeping, rent delinquency, poor supervision of children, friction between tenants and the like.

Many tenancy problems have their beginnings in family problems and many referred tenants have need of some kind of specialized agency service. Tenants with whom the Division deals may be elderly, blind, or otherwise physically handicapped, mentally or emotionally handicapped. Many families who live in public housing came from slum areas where standards were low. Many families came from other areas where standards are different.

Referral to the Division is made by the project manager and begins with a tenancy problem. If a husband and wife are not getting along and have violent quarrels, they disturb their neighbors; if children are poorly supervised, they become unruly and troublesome; where there is a money hardship or sickness, rent paying or housekeeping may suffer.

The Tenant Relations Division worker visits the tenant at home, counsels in areas of tenancy, discerns the problem that is keeping the tenant from being a satisfactory one, and where indicated refers the tenant to a community agency for help. By periodic visiting, by referrals to agencies, the Division has been able to bring about improvement in a large proportion of referrals.

The Division has earned the respect of the community agencies and the Tenant Relations worker has on the whole been very well received by the tenant. In the six years of operation, the Division has received a total of 3,558 re-

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Open Market Only Solution to Housing Bind, Weaver Says

Only a policy of open occupancy in suburban housing will enable the large cities of the North and West to stem the outward tide of middle-class white families, Robert C. Weaver, chairman of the NAACP Board of Directors, maintains in an article in the current issue of *Land Economics*, quarterly journal of planning, housing and public utilities.

"Opening the suburbs to non-whites is one of the necessary prices for attracting and holding middle-income whites in the central city," the article asserts.

One of the country's leading authorities on housing, Mr. Weaver is vice chairman of the new Housing and Redevelopment Board which supervises the urban renewal program in New York City.

The article, entitled "Class, Race and Urban Renewal" surveys and analyzes the impact of race and class on urban renewal programs. The infiltration of low-income newcomers into old established middle-class neighborhoods has historically impelled the original residents to seek new neighborhoods, Mr. Weaver points out. This has been true whether the newcomers have been European immigrants, Appalachian Mountain whites, Puerto Ricans, Mexicans or Negroes. Experience suggests, the author asserts, "that this is a class as well as a color phenomenon."

Discrimination against Negroes of all classes, he concedes, accentuates the problem. The Negro's restricted access to the housing market sustains property values in middle-class districts within the city and, thus, tends "to accelerate the exodus of middle-class white families," he declares.

"Were middle-class Negroes able to compete freely in the total market," the article continues, "their volume in most neighborhoods would have been so slight as to have occasioned little concern. There would have been much less premium payment incident to initial non-white occupancy and white owners would have had less economic incentive to forsake attractive neighborhoods and homes."

WHAT IS PREJUDICE?

In this issue of Human Relations News we continue reprinting the excellent article, "What Is Prejudice", which appeared in LOOK Magazine, May 24, 1960.

What accounts for the need to hate?

Psychological tests show us that people who are driven by the need to hate reveal their first and deepest hate as—themselves. Childhood experiences make some people exceedingly insecure emotionally. If they have not been loved, praised and cherished by their parents, if they have been rejected, derided, despised, they often come to think of themselves as basically unlovable.

Now, what can a person who feels unlovable—"bad," "selfish," "cruel"—do? Just as a lame person needs crutches, unloved people search for emotional crutches. Prejudice can serve as such a crutch. Despising others becomes a way of trying to bolster one's own shaky self-esteem by making others seem more inferior or contemptible. In fact, the only way some people can salvage their own self-respect is to feel "lucky" they are not a Negro, a Catholic, an Italian—or whoever is set up as a scapegoat for their own secret misery.

Does hate then serve as a psychological "stabilizer" for the prejudiced?

Only in part, or for a time. The worse a prejudiced person pictures the members of a rejected group, the more intense becomes his own inner conflict. He becomes obsessed by the need to "prove" his prejudice; he is driven to find more and more "evidence" to justify his hatred, to search for confirmation of his suspicions, to elaborate tiny details into large grievances. And in doing all this, he endows those he hates with the very things he lacks—a clear, consistent, recognizable character.

Prejudiced people are rarely happy people. Studies of the deeply prejudiced reveal that they suffer from having no basic clarity about themselves. They don't really know where they "belong." They waver between feeling strong and weak, for instance, or between feeling good and bad, loved and hated.

What is even more striking, though

it may seem paradoxical, is that unconsciously prejudiced people often envy the very people they hate.

Take, for example, a man who has never succeeded in establishing a warm emotional relation with a woman. He may hate Italians or Frenchmen or Negroes because they are alleged to be "passionate." He may select one of these groups as the target for his own frustration. He may call them "loose," "immoral," "like animals." He will not realize that what he attacks in others is what he senses he lacks and secretly wishes he could have.

At bottom, the bigot despises himself. He rejects his own need for love as "weakness." He denies his ambitions because he is afraid of failure. He tries to feel good by constructing images of others as "evil." He justifies his violent feelings by insisting that others are "dangerous." He is like a thief, running from pursuers (internal pursuers, in his case), who points to an innocent bystander and shouts, "Thief! Stop, thief!"

Is prejudice found more often in some groups than others?

Research shows that prejudice is more frequent among people with poor education. Regional differences also exist. There is more color prejudice in the South, obviously, than in the North or West. Prejudice against Orientals is stronger on the West Coast than the East.

The evidence also shows that people who feel secure in their social position are less prejudiced than those who feel

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Police-Community Relations

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Director of the Commission on Labor-Management Relations of the NCCJ and Superior Court Judge James R. Giuliano spoke at the final luncheon on Saturday.

This was the first such conference to be held in Newark sponsored by an organization of police officers. About 100 delegates, representing City, County and State police agencies and community organizations, participated.

Sgt. Edmund Houston of the Orange, N. J. Police Department is president of the Batons. Miss Sally Carroll, an Essex County court attendant, was conference chairman.

JACK & JILL ORGANIZATION HONOR SOUTHERN YOUTH

During Brotherhood month, 1961, the North Jersey Chapter of Jack & Jill will pay tribute to the youth of the South—to the steadfast, courageous sit-ins, to the brave little boys and girls who bear the jeers of the mobs as they trek to school. On Sunday, February 5th, at 8:00 p.m., the Singing City Choir of Philadelphia will be presented in a concert at Clinton Place Jr. High School in Newark. The proceeds of this concert will be channeled through the NAACP to help the fight for school integration and the student sit-in movement.

Jack & Jill is a National family club which organizes cultural, educational, and recreational programs for children from two years to 18 years of age. Chapters are located in most of the major cities throughout the country. The North

Jersey chapter which is sponsoring this event, feels that this concert will have a family appeal because of the nature of the Singing City Choir. Its repertoire of music, as well as the composition of its group of singers bespeaks the aspiration for brotherhood.

One listener from Beres, Kentucky had this to say "I wish every person in the United States could hear it because I believe it would do more good than any number of college classes or church sermons." The choir's internationally famous conductor, Dr. Elaine Brown, has received numerous awards and citations in recognition of the importance of her efforts to make democracy work through singing.

Information and promotional material can be secured from the chairman of the affair, Mrs. Jessie Campbell, 130 Lincoln Street, Montclair.

NCCJ Brotherhood Camp

Throughout the years of its organization, the Mayor's Commission on Group Relations has continually provided financial scholarships for City employees and qualified Newark residents to attend workshops, institutes and courses on human relations. These training programs provide the participants with the most recent information in the field of human relations and equip them with the skills and techniques to apply this knowledge in their job situations or communities. Such trained individuals are able to aid the Commission in its program of education and action in the schools and at the neighborhood level.

Within recent years, special emphasis has been placed on human relations training for young people of high school and college age. Examples of these programs are the Encampment in Citizenship sponsored by the American Ethical Union and the Brotherhood Youth Camps sponsored by the National Conference of Christians and Jews. This year one scholarship was granted for a student to attend the Encampment and seven students were sent by the Commission to the NCCJ Youth Camp.

This Youth Camp was the first to be sponsored by the N. J. Region of the National Conference. It was held at Stokes State Forest, from August 28 through September 2. A total of 178 students of many different racial, religious, national and social backgrounds, representing 12 different states, participated in this outstanding summer experience. Under the leadership and guidance of resident staff members, lecturers and resource persons, the students explored subjects in small discussion groups as well as in large general meetings. The topics discussed ranged from "Equality for All Americans" and "Understanding Different Religions" to "Human Relations in the School".

Several staff members of local human relations agencies participated on the program. Director Dan Anthony spent two days at this Youth Camp, serving as a panelist and resource person.

Walter D. Chambers, former assistant director of the MCGR, was coordinator of this program. He worked with the N. J. Regional Office of NCCJ through-



Singing City Choir.

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Asst. Director Accepts Post With NCCJ—Lauded for Work

On September 30, 1960, Assistant Director Walter D. Chambers resigned his position with the MCCR to accept the post of Associate Director of the New Jersey Region, National Conference of Christians and Jews. Mr. Chambers ends a five year association with the Commission which began in October, 1955.

Chambers' duties with the Mayor's Commission included field work and research activities. Within this area of responsibility he planned, coordinated and carried out many of the projects that were sponsored by this agency. Over the past two years Walter has been specializing in human relations programs for high school students. He has been particularly active in the Brotherhood Youth Camps sponsored by NCCJ.

Walter Chambers leaves the Commission not only with five years experience but also extensive academic training in the field of human relations. He holds a B.A. degree in psychology from Lincoln University, Pa., and a M.A. degree in human relations education from New York University. He has also participated in several workshops and institutes to keep abreast of new techniques and knowledge in this field.

At its meeting of September 28, the MCCR voted to send a letter of commendation to Walter Chambers in recognition of "the great job he has done during the past 5 years for the City of Newark and the MCCR". The letter also expressed a warm and sincere feeling of loss upon the announcement of his departure. We know that Mr. Chambers will continue to do the same excellent job for the NCCJ in its program of improving intergroup relations in New Jersey.

The entire membership and staff of the MCCR extend their best wishes for success to Walter in his new position.

WHAT IS PREJUDICE?

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insecure, or those who have moved up or down the social ladder rapidly.

Those who shoot up, socially and financially, are thrown out of their familiar world; they often lose old friends; they have to meet new people, make new friends, work out new patterns of living. In these new circumstances, they feel insecure; they try to win status; and it becomes important to them to "outdo the Joneses"—in thought habits no less than in clothes or cars. Those who move down the social ladder suffer severe blows to their self-confidence. They save face by blaming others for misfortune.

Doesn't prejudice exist among upper-class, wealthy, well-educated people?

Of course it does. Wealth, education, social position in themselves are no guarantees of insight, or of strength of character. Ways of expressing prejudice frequently change with class position. Upper-class people often deplore the crude forms of prejudice while engaging in snobbery, which has much the same effect. "Gentlemen's agreements" in many clubs exclude even distinguished Jews from membership; restrictive covenants in wealthy communities forbid the sale of property to Negroes or Orientals. Many people who belong to the "better" clubs are not prejudiced in their personal life, yet belong to organizations that practice strict social discrimination.

Brotherhood Youth Camp

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out the year to help plan and operate the Brotherhood Youth Camp.

The fifteen Newark students who shared this summer experience are making plans to organize a Youth Council to extend and apply the lessons in Brotherhood they have learned.

Selected Reading

Greer, Scott. *Last Man In*. 1959. Free Press, Glencoe, Ill.

"Study of power of racial minorities in trade union locals to set policy. Greatest opportunity for breaking down discriminating barriers found in large industrial locals."

Soria, W. D. *The Cultural Integration of Immigrants*. 1959. UNESCO.

"The final report of a conference on the cultural integration of immigrants held in Havana. The conference offered an opportunity for an exchange of views and information on practical methods and techniques of integration."

Padilla, Elena. *Up From Puerto Rico*. Columbia University, 1958.

"...an anthropologist, has intensively studied a portion of this newest migrant—and minority—group, which resides in a New York slum she calls 'Barrio'."

Melvin, David. *Residence and Race*. 1960. University of California Press.

"The most comprehensive work on housing discrimination. It is the last of a series of studies prepared by the Commission on Race and Housing set up by the Fund for the Republic."

Tenant Relations Division

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ferrals from project managers, a total which represents roughly 40% of the total number of families in the 13 Housing Authority projects.

Besides the work with individual families, the Division is keenly interested in group activities and in bringing more and more community services to the projects. Tenant Relations workers help tenants organize tenant councils. From time to time group conflicts arise and problems of integrated living appear, which the Division tries to help resolve.

In the six years since its creation, the Division has closed a total of 3,000 cases. Almost 80% of that number has been marked "closed with improvement". To this percentage may be added a large portion of the move-outs, for although the serviced family may later move they have profited by the services they receive through the work of the Division.

The results achieved in the six years of its existence have justified the high hopes held by the Newark Housing for the Division's creation.

Warmest Holiday Greetings from Mayor's Commission on Group Relations

COMMISSIONERS

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